

Welcome to UVM

New Faculty Benefits Overview



The University of Vermont

Human Resource Services:

- Office of Affirmative Action and Equal Opportunity
- Benefits
- Classification & Compensation
- Labor and Employee Relations
- Professional Development and Training





It is a community of capable, creative,



[HTTPS://WWW.YOUTUBE.COM/WATCH?V=U04FQ6GL-IQ&FEATURE=EMB_LOGO](https://www.youtube.com/watch?v=U04FQ6GL-IQ&feature=emb_logo)

COVID-19 (Coronavirus) Updates

In this time of remote learning and working, UVM continues to provide resources and up-to-date information to our community.

Please visit our website at www.uvm.edu/HRS for information and resources regarding COVID-19 as it relates to employees.

www.uvm.edu/HRS



The University of Vermont

COVID-19 Mandatory Health & Safety Training

COVID-19 Mandatory Health and Safety Training Certificate:

- ▶ The State of Vermont requires all employees to complete a mandatory training on COVID-19 health and safety requirements. In addition, employees must adhere to additional UVM-specific safety requirements. Instructions on how to enroll to take this training and to obtain a certificate of completion are in this link: <https://www.uvm.edu/it/kb/article/vosha-training/>
- ▶ At the end of the training, you will complete a brief learning assessment.
Please print the resulting training certificate and email a copy to your supervisor.
- ▶ You may also wish to keep a copy of the certificate for yourself.

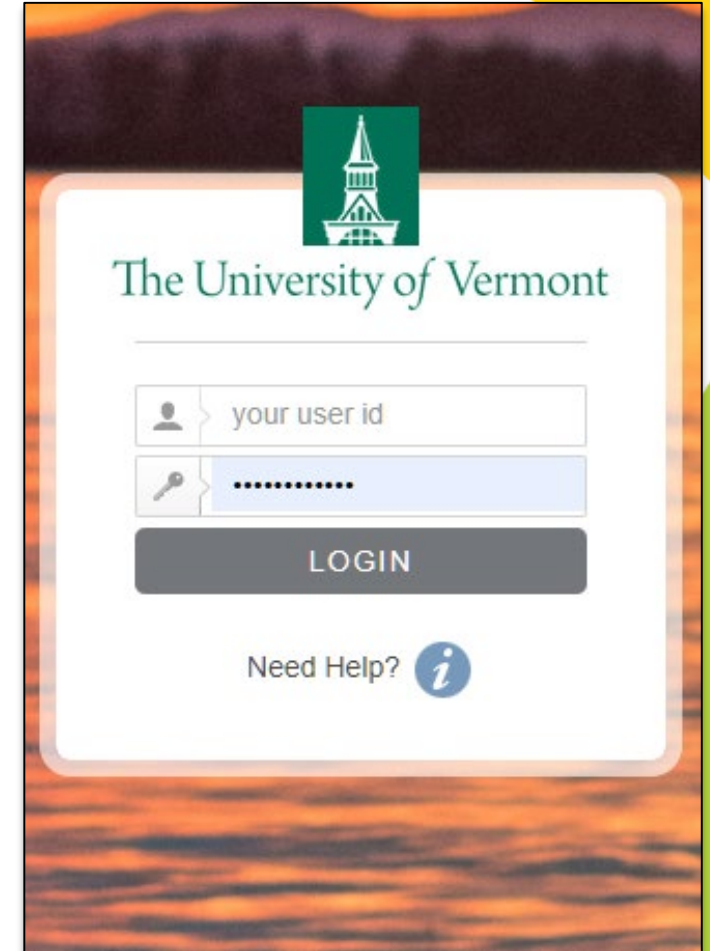
Objectives

- Complete payroll and benefit forms
- Discuss benefit options available to you:
 - Health insurance
 - Dental insurance
 - Vision insurance
 - Life insurance
 - Long-term disability
 - Retirement savings
 - Flexible spending account



PeopleSoft: Login to Human Resources

- Activate your UVM Net ID to access University email and systems
 - <http://uvm.edu/account/>
- Set up Direct Deposit and complete W4 elections in Self-Service: [Personal Information In PeopleSoft](#)
 - View your paychecks
- Update emergency contact information



Health Insurance



- Who is eligible for coverage?
- What are the plan options?
- When does coverage begin?
- How much do you pay?
- Waiving coverage?

VHP Open Access Plan (In-Network Coverage)	
Primary Care Provider (PCP) is required	\$10 copay for PCP; \$20 for specialist
Residence (for you and your dependents)	Worldwide
Diagnostic Services (x-rays, blood tests, etc.)	No copay
Mail Order Prescription Program	<u>Waives</u> \$100 deductible
Annual Routine Eye Exam	\$20 copay
Major Oral Surgery (pre-authorization required)	\$20 copay
Well Baby and Child Office Visits	No copay
Outpatient Mental Health	No copay

 Customer Service: (800) 247-2583

Dental Insurance



Northeast Delta Dental

- Coverage Begins: 6 months from date of hire
- Eligible dependents: spouse and children up to the age of 26
- Plan Options:
 - **Base Plan** is FREE!
 - **High Option Plan 2** - cost-share



Dental Insurance



Coverage Highlights		
	Base Option	High Option 2
Annual Deductible/Person	\$25 (all procedures)	\$25 (does not apply to preventative care)
Annual Limit	\$750	\$2,000
Ortho (lifetime limit)	\$500	\$1,500
Major Resoratives	50%	60%
Employee Dental MONTHLY Premiums		
Employee Only	Free	\$9.97
Employee + Spouse	Free	\$19.73
Employee + Child(ren)	Free	\$21.60
Family	Free	\$32.02

Voluntary Vision Plan



Benefit	Copay	Description
Vision Exam (once every plan year)	\$0	Covered in Full
Prescription Glasses:		
Lenses (every plan year)	\$20 copay	Single vision, bifocal, lined trifocal or lenticular lenses and standard progressive are covered in full.
Frame (every other plan year)		\$150 allowance for wide selection of frames, \$200 allowance for featured frame brands and 20% off the amount over the allowance.
Contacts (instead of glasses)		
Contact Lenses (every plan year)	\$60 max copay (fitting and evaluation)	\$150 allowance for contacts. When contact lenses are obtained, the covered person shall not be eligible for lenses and frames again for one plan year.

Employee MONTHLY Pre-tax Premiums	
Employee Only	\$7.26
Employee + Spouse	\$14.51
Employee + Child(ren)	\$13.68
Family	\$22.77

www.uvm.edu/HRS



Life Insurance



Employee Options		
Amount of Coverage	Premium Cost-Share	Medical History Form Required?
Basic Coverage		
\$10,000	Free	No
\$50,000 (\$10,000 of basic coverage and \$40,000 optional coverage)	Cost-share is based on age, salary and level of coverage selected	No, if you enroll today
2X base salary		No, if you enroll today
Supplemental Coverage		
3X – 7X base salary	Cost-share is based on age, salary and level of coverage selected	Yes

Dependent Options		
ONLY if employee's option is over \$10,000		
Amount of Coverage	Premium Cost-Share	Medical History Form Required?
Spousal Coverage		
\$20,000	Cost-share is based on age, salary and level of coverage selected	No, if you enroll today
½ of Employee's Coverage		Yes, if the coverage amount is over \$50,000
Child Coverage		
\$10,000 per child	Yes	No

Long Term Disability Insurance



- Employee Coverage Options
 - 60% of salary
 - 70% of salary
- Pre-Tax or After Tax
- No cost until coverage begins
 - Coverage starts after 1 year from start date
 - Exceptions:
 - Rehires who meet the “3 and 2” rule
 - New employees ensured within 3 months of UVM employment, under a similar LTD policy



403(b) Retirement Savings Plan

- Employees can participate in this benefit at any time
- Maximum contributions for 2020
 - \$19,500 (age 50 Catch up, \$6,500)

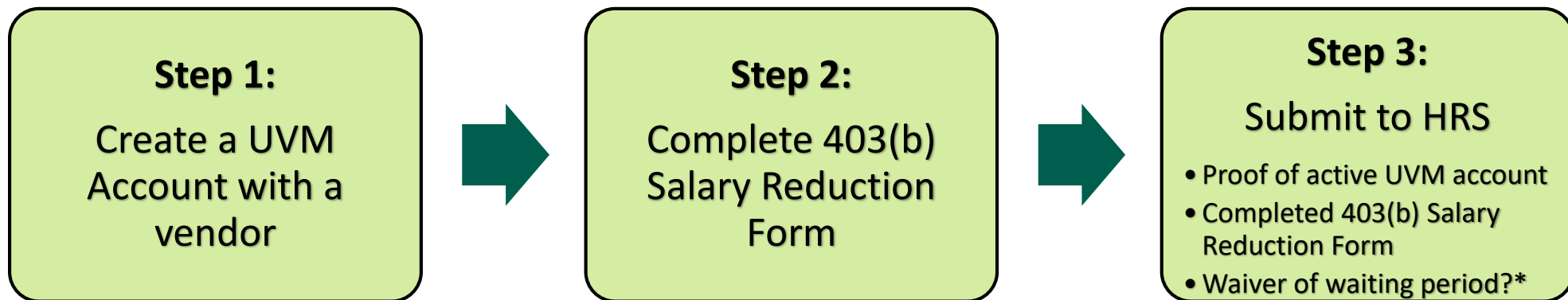
FACULTY	
Minimum Contribution	3% pre-tax salary
Employer Contribution	10% of salary
Waiting Period	2 years / 4 consecutive semesters

- Exceptions to waiting period:
 - “3 and 2” Rule
 - Title of Assistant/Associate/Full Professor
 - Proof of active retirement account from immediate prior non-profit or government employer (typically a 403(b) account, or similar)



403(b) Retirement Savings Plan

- Vendor options:
 - [TIAA](#), [Fidelity](#)
 - How to enroll?



*Consult with benefits advisor for eligibility requirements

- Note: UVM employer and employee contributions are effective upon completed enrollment; not retroactive to your date of hire



Retirement HEALTH Savings Plan



- UVM contributions after one year of full-time service
 - \$1,550 for United Academics full-time union
- Enrollment is automatic
 - Monthly deposits
 - Qualified healthcare expenses at retirement age
 - Employees may contribute after-tax funds
- Employer contributions are vested after 15 years of service



2020 Flexible Spending Arrangements (FSA)

- Qualified medical expenses (\$50 – \$2,750)
 - Up to \$550 of unused health care pledge may be rolled over into next calendar year
- Qualified dependent expenses (\$50 – \$5,000)
 - Includes contributions already made during the current tax year
- “Use it or Lose it!”
 - Unreimbursed money must be reimbursed within 90 days of the end of the calendar year (or your termination) or your money will be forfeited



Benefits Election Paperwork:

- Submit Paperwork by Tuesday at Noon
 - [Secure File Transfer](#) completed forms to HRSinfo@uvm.edu
 - Changes can be made to elections until Thursday at Noon
- Ongoing support for benefit questions
 - **228 Waterman Building 802.656.3150**
 - HRSInfo@uvm.edu (Please include “**New Employee**” in subject line)

After this week, you may change benefits

- Open Enrollment
- Qualifying events (within 20 days)



Helpful Links and Information

- Activate your [NetID](#)
- Set up Direct Deposit and complete W4 elections through [Personal Information In PeopleSoft](#)
- Questions about your first paycheck [Payroll Services](#)
- [UVM Transportation & Parking Services](#)
- [CatCard](#)
 - [CAT\\$cratch](#), [dining](#), [library](#), [gym](#), door access and bus pass for [GMT](#)
- [General Employment Information for UVM Faculty and Staff](#)
 - Navigating the workplace, campus news and updates, agreements and policies
- [Discounts and Events](#) through Staff Council

